WHAT WILL I GAIN UNDER the NSPS?

- Opportunity to have high performance rewarded
- Improved supervisory/employee communications
- Ability to leverage and expand experience base
- A pay system that takes into account market considerations
- An objective performance system with clear expectations
- A better understanding of how your position aligns with the organization's and DA's mission

WHEN DOES the NSPS START?

The NSPS implementation occurs in three phases
referred to as "spirals." Within these spirals, there are sub-spirals.

Spiral 1.1 took place on April 30, 2006. It included
over 11,000 DoD civilians including 2,400 Army employees. The next scheduled Army sub-spirals
transition dates are:
- Spiral 1.2 – November 2006 & January 2007
- Spiral 1.3 – March & April 2007

All DoD employees are projected to transition to the
NSPS by fiscal year 2009.

HOW SHOULD I PREPARE FOR the NSPS?

- Keep up-to-date on NSPS information. Check the Army and DoD NSPS web sites for updates
http://cpol.army.mil/library/general/nsps and www.cpms.osd.mil/nsps
- Attend town hall meetings and training offered in your area.
- Be prepared to transition and take responsibility for learning NSPS.

For the most up-to-date implementation schedule visit:
www.cpol.army.mil/library/general/nsps or contact
your local Civilian Personnel Advisory Center or NSPS transition manager.

"*The NSPS provides a unique opportunity to improve the way we manage our civilian workforce. Implementing NSPS will require significant effort, but the dividends are tremendous as we can develop a flexible and fair system that will help us attract, retain, reward and grow a civilian workforce to meet the national security demands of the twenty-first century.*"

Francis J. Harvey
Secretary of the Army

National Security Personnel System (NSPS)
MEMORANDUM dated (January 11, 2005)

Make your transition to the NSPS a smooth one.

**Contact your local CPAC and visit:
www.cpol.army.mil/library/general/nsps**

National Security Personnel System

Civilian Leaders Supporting Soldiers

www.cpol.army.mil/library/general/nsps

WHAT IS the NSPS?

The National Security Personnel System is a modern and agile civilian human resource system that enables the Department of the Army and other Department of Defense organizations to become more responsive to the national security environment, while preserving employee protections and benefits.

WHY the NSPS?

The national security demands of the 21st century require a transformation throughout the DoD. Congress authorized the NSPS as part of the fiscal 2004 National Defense Authorization Act to increase effectiveness through a simplified personnel management system that improves the way it hires and assigns, as well as compensates and rewards its employees.

WHAT WILL CHANGE UNDER the NSPS?

The NSPS is an enhanced human resource management system that allows flexible hiring procedures (staffing and workforce shaping), streamlined position classification, pay banding (compensation) and performance-based pay (performance management). It also provides for a new labor relations system and employee appeals process.

WHAT WILL NOT CHANGE UNDER the NSPS?

Merit system safeguards, such as protection from discrimination, ensuring merit based selection, and Veterans' preference remain under the NSPS. There are no changes to employee benefits (leave accrual, insurance and retirement). Retirement calculations continue to be determined as they are today with any base salary increases counting toward an employee's three highest earning years.

WILL I BE TRAINED IN the NSPS?

Yes, the DA provides specific training needed to successfully implement the NSPS. Employees and managers will be trained to prepare for, understand and effectively use the new human resources

HOW WILL the NSPS WORK?

Classification

Classification is simple, flexible, and streamlined.

GS	NSPS
Occupational Families	Career Groups
Pay Plans	Pay Schedules
Grades	Pay Bands
Occupational Series	Occupational Codes

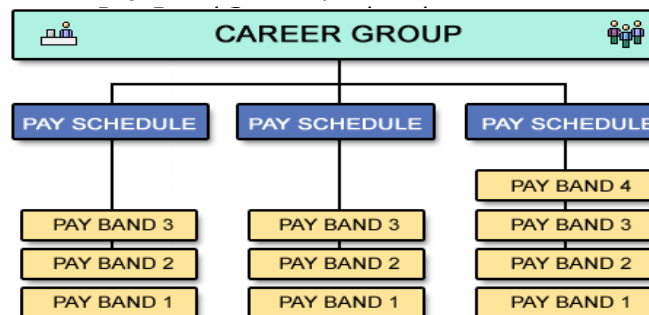Civilians are placed in one of four career groups:

- Standard
- Scientific and Engineering
- Investigative and Protective Services
- Medical

Within these four career groups, individuals are assigned a pay schedule according to their occupational code. Pay schedules vary within career groups. However, typically there are four:
- Professional/Analytical
- Technical/Support
- Supervisory/Manager
- Student

Pay schedules can have from one to four pay bands. The majority have three:
- Pay Band 1 - entry level
- Pay Band 2 - full performance
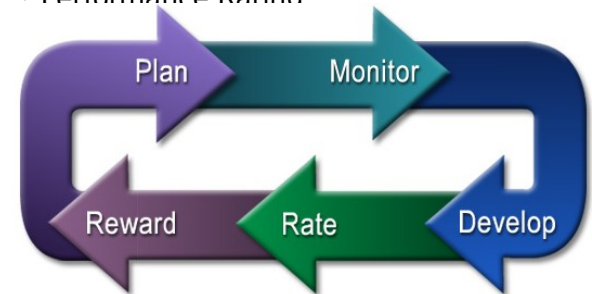

Compensation

Compensation is performance based, market driven, and mission responsive. There are various ways to receive pay increases:
- Promotion
- Performance-based increase
- Local market supplement adjustment
- Rate range adjustment
- Reassignment or other placement action

Performance Management

The performance management process is results oriented and mission focused. There are five main steps in the process:
- Performance Planning
    - setting objectives
- Performance Monitoring
    - greater employee/supervisor communication
- Performance Development
    - training, education, mentoring
- Performance Rating

These steps are accomplished by the employee in conjunction with his/her supervisor.

Pay Pool Management

In the performance management reward process, supervisors will submit recommendations to the